

# ***Librarians' Advocate***

**Official Publication Of Librarians Affiliated With The  
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## **Administration Tries To Stall Voting**

# **AFT WANTS SPRING ELECTION**

The Public Employment Relations Board has informed union and UC administration representatives that it could conduct the Librarians collective bargaining election this Spring. PERB staff now estimate that if they are able to resolve most pre-election questions, voting could be held by late May. For reasons of economy the Librarian election could be held at the same time as those for other employee groups.

This information was learned at meetings held by the PERB on January 20 and 27 in San Francisco and Berkeley. Attending the meetings were representatives of the University Federation of Librarians (AFT), the California State Employees Association, and the UC administration.

Union representatives agree that Spring elections are desirable for a number of reasons. Most important is that with layoffs and "furloughs" on the horizon, coupled with dim prospects for salary increases or promotions, Librarians should not have to go through another year without the protection of a collective bargaining agreement.

UC management, on the other hand, appears to be doing everything within its power to prevent Spring elections. Through its now-wealthy outside law firm, Corbett, Kane, Berk and Barton, the administration has caused the Librarian hearings to drag on since the Spring of 1980. It is still putting up stiff resistance to early elections by refusing to discuss in good faith with employee organizations the issues which now stand in the way of elections.

The big remaining question in all units, including the Librarian unit, is how to deal with the administration's excessively long lists of those employees UC wishes to exclude from bargaining rights. In the Librarian unit, the administration has revised its earlier list, and now proposes that 184, or 32% of UC's librarians be excluded from voting rights. Their prior list excluded "only" 26%.

PERB staff valiantly tried to get union and administration representatives to find some way to reach agreement on the number of names on the exclusion list. AFT and CSEA proposed as a point of discussion that all those librarians who supervise only non-librarians, that is Staff employees or students, be excluded from the list. UC administration representatives rejected this proposal, saying every name on the list would have to be subjected to a case-by-case examination. The PERB hearing officer attempted to get agreement on this point, but the University representatives categorically refused to accept any formula approach to the problem. The unions argued that a formula approach could fairly, quickly and hence inexpensively resolve the difficulty, but administration representatives insisted on a drawn out case-by-case review. Since agreement could not be reached with administration, AFT and CSEA representatives agreed to meet jointly in an attempt to come up with a mutually agreeable exclusion list which they will present to the PERB. The unions said that they would prefer to have no exclusions, but in light of the PERB request will try to identify those Librarians having predominantly managerial or supervisory responsibilities.

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PERB has tentatively decided that the Librarian election will be by mail ballot, rather than on-site voting. Mail elections are less expensive to run and provide a greater opportunity for unit members to cast their votes. The mail ballots will be sent out by PERB and will be expected to be returned within three to four weeks. The choices on the ballot will appear in this order:

CSEA (CALIFORNIA STATE EMPLOYEES ASSOCIATION)

UNIVERSITY FEDERATION OF LIBRARIANS, UNIVERSITY COUNCIL--AMERICAN  
FEDERATION OF TEACHERS

NO REPRESENTATIVE

Full instructions on voting will be mailed with the ballot and the AFT will keep you informed of questions and issues to be considered when making a decision on this important matter.

## Administration's Exclusion List

At the PERB meeting, the UC administration was asked to produce its final list of librarians it wished to exclude from bargaining so that a serious discussion could take place. The following tabulations were compiled from that revised list. It should be kept in mind that the administrators who put together this exclusionary list are now urging Librarians to vote against union representation. AFT Librarians, on the other hand, see this list as one more piece of evidence that top administration urgently needs the assistance of a duly elected Librarian bargaining agent.

CAMPUS	SUPERVISORS AND MANAGERS NUMBER		PERCENT		MANAGERS* ONLY (NUMBER)
	FIRST LIST	NEW LIST	FIRST LIST	NEW LIST	
Berkeley	53	65	34	41	14
(General Library)	(51)	(59)	(37)	(43)	(13)
(Non General Libs.)	( 2)	( 6)	( 9)	(27)	( 1)
Davis	20	21	32	34	0
Irvine	19	18	44	42	0
Los Angeles	11	25	7	17	0
Riverside	6	7	22	30	0
San Diego	15	23	34	52	0
San Francisco	4	5	20	25	2
Santa Barbara	9	11	20	24	0
Santa Cruz	9	9	38	38	0
Systemwide	1	0	25	0	0
TOTAL	147	184	26	32	16

\* Managers have a greater degree of management or administrative responsibility than supervisors

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